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ABSTRACT

Information on the 1988 salaries and benefits of faculty, staff, and administrators employed in the Illinois public community college system is presented in this report. After introductory material summarizes the report, statewide and institutional data are provided on: (1) fiscal year (FY) 1989 contractual base salaries for full-time faculty; (2) FY89 part-time faculty salary rates and full-time faculty overload and summer term rates; (3) salaries based on FY89 salary schedules for full-time faculty with a master's degree; (4) institutional policies related to faculty salaries and contracts; (5) FY89 contractual base salaries for non-instructional, professional staff; (6) FY89 contractual base salaries for administrative staff; (7) salaries paid to selected administrators during FY89; (8) FY89 monthly classified staff salaries; (9) FY88 fringe benefits for full-time employees; (10) FY89 mean percentage salary increases; and (11) FY89 average total salary actually paid for faculty, administrators, non-instructional professionals, and classified staff. Highlighted findings indicate that the average salary for faculty on a 9-month contract was $36,198, for administrators on a 12-month contract was $41,125, and for non-instructional professionals on a 9-month contract was $35,693. (AJL)

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FALL 1988 SALARY SURVEY REPORT

FOR THE

ILLINOIS PUBLIC COMMUNITY COLLEGES

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FALL 1988 SALARY SURVEY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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HIGHLIGHTS OF THE FALL 1988 SALARY SURVEY REPORT

1. Fiscal Year 1989 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month)	$36,198
Administrative (12 month)	$41,125
Other (Non-teaching) Professional (9 month)	$35,693

2. Fiscal Year 1988 Average Cost of Fringe Benefits for Full-Time Employees.

Full-time Faculty (9 month)	$ 2,750
Administrative (12 month)	$ 2,932
Other (Non-teaching) Professional (9 month)	$ 2,614
Classified (12 month)	$ 2,556

3. Fiscal Year 1989 Weighted Average Salary Increases.

Faculty (9 month)	6.2%
Administrative (12 month)	5.9%
Other (Non-teaching) Professional (9 month)	6.2%
Classified (12 month)	6.7%

4. Fiscal Year 1989 Average Salary Rates.

Part-time Faculty Rate	$303/credit hour
Full-time Faculty Overload Rate	$410/credit hour
Full-time Faculty Summer Rate	$506/credit hour

5. Fiscal Year 1989 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience)	$19,609
Master's Degree, Plus Zero Hours (5 Years Experience)	$23,505
Master's Degree, Maximum Hours (5 Years Experience)	$28,183
Master's Degree, Maximum Hours (Maximum Experience)	$40,745

INTRODUCTION

For a number of years, community colleges have submitted salary data to the Illinois Community College Board, the Illinois Board of Higher Education, and the Integrated Postsecondary Education System (formerly HEGIS). The Fall 1988 Salary Survey combined data items from these three instruments into one comprehensive survey. The IBHE's and the IPEDS' surveys will be completed by the ICCB without further data submissions from the colleges.

South Suburban College was unable to provide data for some salary survey tables due to the proximity of college negotiations concluding and this report's publication.

This report contains faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, and overload faculty salary rates. Also included are administrative salaries, other (non-teaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, salaries of selected administrators, and fiscal year 1988 total salaries actually paid to faculty, administrators, other (non-teaching) professionals, and classified staff.

Section I

FISCAL YEAR 1989 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1989.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 1989 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range			State
	Low	-	High	Average
Low Faculty Salaries	$14,538	-	$29,622	$20,422
Average Faculty Salaries	$25,098	-	$44,077	$36,198
High Faculty Salaries	$32,200	-	$56,922	$42,649
Median Faculty Salaries	$20,046	-	$44,362	$33,208

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Table 2

FISCAL YEAR 1989 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of FY 1989 Salaries Lowest	Average	Highest	Median FY 1989 Salary
501	Kaskaskia	53	$19,006	$29,413	$37,856	$29,991
502	DuPage	218	24,108	39,949	50,727	41,100
503	Black Hawk	144	20,483	30,752	40,947	29,654
504	Triton	214	21,956	39,135	51,943	43,329
505	Parkland	138	20,500	35,993	47,429	35,801
506	Sauk Valley	46	18,346	30,798	41,596	31,581
507	Danville	58	15,028	28,721	38,750	31,451
508	Chicago	957	22,475	40,844	56,922	42,308
509	Elgin	87	20,400	34,743	45,022	33,563
510	South Suburban	111	22,079	35,294	46,912	34,495
511	Rock Valley	127	19,188	34,251	42,732	34,844
512	Harper	169	24,235	41,753	52,716	42,824
513	Illinois Valley	71	20,955	32,628	39,271	30,113
514	Illinois Central	175	18,974	33,627	44,185	34,787
515	Prairie State	84	19,149	33,924	43,483	33,234
516	Waubonsee	56	22,986	34,552	42,219	34,930
517	Lake Land	84	19,107	28,832	38,082	29,734
518	Carl Sandburg	52	14,538	27,902	37,105	27,143
519	Highland	47	14,992	28,379	37,783	28,255
520	Kankakee	48	19,474	28,934	39,572	20,046
521	Rend Lake	34	22,340	29,420	38,020	28,940
522	Belleville	97	16,668	34,699	44,068	36,133
523	Kishwaukee	66	19,230	28,610	39,210	27,583
524	Moraine Valley	160	20,827	35,063	48,393	34,419
525	Joliet	138	21,895	38,348	48,329	41,415
526	Lincoln Land	115	21,161	35,241	42,502	36,715
527	Morton	55	25,458	37,716	45,461	38,795
528	McHenry	46	23,205	32,532	45,044	32,098
529	Illinois Eastern	97	18,548	25,098	32,804	24,309
530	Logan	65	20,958	31,837	42,459	32,270
531	Shawnee	22	18,300	26,905	32,200	25,165
532	Lake County	145	29,622	44,077	50,429	39,640
533	Southeastern	37	19,713	30,859	38,416	30,905
534	Spoon River	32	17,883	28,348	35,268	28,863
535	Oakton	133	23,427	43,217	52,780	44,362
536	Lewis & Clark	80	20,725	33,214	38,516	33,268
537	Richland	44	20,127	29,887	37,831	30,749
539	John Wood	*	*	*	*	*
601	State Comm. Coll.	39	17,953	27,443	33,679	27,094
	TOTALS/AVERAGES	4,344	$20,422	$36,198	$42,649	$33,208

*John Wood employs all full-time faculty on a 12-month basis.

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Table 3

FISCAL YEAR 1989 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of FY 1989 Salaries			Median FY 1989 Salary
			Lowest	Average	Highest	
501	Kaskaskia	10	$27,600	$31,500	$35,400	$31,800
502	DuPage	0	--	--	--	--
503	Black Hawk	0	--	--	--	--
504	Triton	0	--	--	--	--
505	Parkland	0	--	--	--	--
506	Sauk Valley	2	34,844	37,104	39,364	37,104
507	Danville	6	17,850	19,453	20,569	19,453
508	Chicago	0	--	--	--	--
509	Elgin	0	--	--	--	--
510	South Suburban	0	--	--	--	--
511	Rock Valley	3	21,954	24,167	28,083	22,463
512	Harper	1	49,144	49,144	49,144	49,144
513	Illinois Valley	0	--	--	--	--
514	Illinois Central	0	--	--	--	--
515	Prairie State	0	--	--	--	--
516	Waubonsee	0	--	--	--	--
517	Lake Land	7	25,116	30,222	34,870	30,222
518	Carl Sandburg	0	--	--	--	--
519	Highland	0	--	--	--	--
520	Kankakee	5	34,530	40,641	47,110	39,605
521	Rend Lake	19	29,202	37,418	47,290	36,535
522	Belleville	5	30,460	43,117	55,557	41,577
523	Kishwaukee	0	--	--	--	--
524	Moraine Valley	22	27,256	42,921	56,500	41,806
525	Joliet	0	--	--	--	--
526	Lincoln Land	1	31,187	31,187	31,187	31,187
527	Morton	0	--	--	--	--
528	McHenry	0	--	--	--	--
529	Illinois Eastern	11	26,400	31,916	33,300	33,300
530	Logan	0	--	--	--	--
531	Shawnee	3	21,858	26,045	34,263	22,014
532	Lake County	0	--	--	--	--
533	Southeastern	5	29,445	32,067	35,336	31,360
534	Spoon River	0	--	--	--	--
535	Oakton	0	--	--	--	--
536	Lewis & Clark	0	--	--	--	--
537	Richland	0	--	--	--	--
539	John Wood	26	18,500	26,527	40,844	25,730
601	State Comm. Coll.	0	--	--	--	--
	TOTALS/AVERAGES	126	$28,356	$33,520	$39,254	$32,887

-- = Not Applicable

Section II

FISCAL YEAR 1989 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1989.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 1989 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Average	Highest
Overload Rates (Full-time Faculty)	$272	$410	$ 944
Summer Term Rates (Full-time Faculty)	$272	$506	$1,036
Part-time Faculty Rates	$225	$303	$ 510

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Table 5

FISCAL YEAR 1989 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour: Overload Rate for Academic Year	Full-time Faculty Rate Per Course Credit Hour: Rate for Summer Term
501	Kaskaskia	$240	$308	$ 325
502	DuPage	318	332	1,008
503	Black Hawk	320	345	360
504	Triton	300	544	681
505	Parkland	510	510	675
506	Sauk Valley	238	325	350
507	Danville	286	350	350
508	Chicago	DNA	DNA	DNA
509	Elgin	313	425	500
510	South Suburban	DNA	DNA	DNA
511	Rock Valley	296	496	665
512	Harper	410	430	DNA
513	Illinois Valley	350	325	425
514	Illinois Central	325	425	991
515	Prairie State	260	272	272
516	Waubonsee	300	400	400
517	Lake Land	275	275	275
518	Carl Sandburg	278	278	390
519	Highland	DNA	460	460
520	Kankakee	305	342	524
521	Rend Lake	256	360	550
522	Belleville	248	540	1,036
523	Kishwaukee	235	550	550
524	Moraine Valley	290	710	875
525	Joliet	285	362	362
526	Lincoln Land	339	476	484
527	Morton	294	294	294
528	McHenry	DNA	DNA	DNA
529	Illinois Eastern	226	DNA	375
530	Logan	287	397	500
531	Shawnee	225	400	300
532	Lake County	340	390	390
533	Southeastern	270	400	425
534	Spoon River	275	944	944
535	Oakton	379	420	420
536	Lewis & Clark	270	300	300
537	Richland	371	301	590
539	John Wood	300	300	300
601	State Comm. Coll.	375	375	375
	AVERAGES	$303	$410	$506

DNA = Data Not Available

Section III

SALARIES BASED ON FISCAL YEAR 1989 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A state summary of the range and average salaries of fiscal year 1989 salary schedule salaries for faculty with a master's degree at those community college districts which have salary schedules is shown in Table 6.

Table 7 provides the fiscal year 1989 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 1989 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Salary Schedule Categories	District Range Low - High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$15,000 - $25,497	$19,609
Master's Degree, Plus Zero Hours (5 Years Experience)	$18,965 - $31,053	$23,505
Master's Degree, Maximum Hours (5 Years Experience)	$21,517 - $39,193	$28,183
Master's Degree, Maximum Hours (Maximum Experience)	$24,142 - $56,922	$40,745

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR
FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1989

Dist. No.	District	Zero Hours, No Experience	Zero Hours, 5 Years Experience	Maximum Hours, 5 Years Experience	Maximum Hours, Highest Salary
501	Kaskaskia	$18,401	$21,426	$25,661	$37,156
502	DuPage	20,090	27,238	33,189	45,990
503	Black Hawk	18,637	21,138	27,193	40,947
504	Triton	21,420	26,036	32,079	46,023
505	Parkland	18,500	23,000	25,200	45,320
506	Sauk Valley	18,346	21,296	30,976	41,596
507	Danville	15,000	DNA	DNA	DNA
508	Chicago	22,475	26,801	36,654	56,922
509	Elgin	19,651	24,072	32,809	47,271
510	South Suburban	DNA	DNA	DNA	DNA
511	Rock Valley	18,207	22,131	26,055	40,770
512	Harper	22,116	25,888	35,691	53,076
513	Illinois Valley	20,396	22,552	26,897	36,368
514	Illinois Central	18,320	DNA	DNA	44,185
515	Prairie State	19,675	23,937	29,046	43,069
516	Waubonsee	21,581	25,094	29,406	41,309
517	Lake Land	18,057	20,682	21,517	24,142
518	Carl Sandburg	17,028	20,778	22,938	34,924
519	Highland	18,395	22,313	27,409	36,772
520	Kankakee	18,861	DNA	DNA	37,717
521	Rend Lake	20,800	23,300	27,080	36,980
522	Belleville	15,941	18,965	21,894	36,935
523	Kishwaukee	--	--	--	--
524	Moraine Valley	17,749	21,770	23,515	49,703
525	Joliet	21,271	22,878	27,271	47,081
526	Lincoln Land	18,649	22,000	25,467	40,478
527	Morton	23,218	28,117	30,939	43,628
528	McHenry	20,995	23,760	25,970	32,045
529	Illinois Eastern	18,772	DNA	DNA	32,094
530	Logan	21,467	24,692	29,252	41,507
531	Shawnee	19,500	22,075	23,875	32,630
532	Lake County	25,497	31,053	39,193	48,020
533	Southeastern	20,154	23,467	27,076	37,901
534	Spoon River	17,883	21,543	26,118	35,268
535	Oakton	23,427	25,321	33,190	52,780
536	Lewis & Clark	18,495	21,960	23,287	33,268
537	Richland	18,636	22,363	27,022	38,204
539	John Wood	--	--	--	--
601	State Comm. Coll.	18,300	24,500	28,000	34,000
	AVERAGES	$19,609	$23,505	$28,183	$40,745

DNA = Data Not Available
-- = Not Applicable

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 9 shows these institutional policies for each college. Of the 39 community college districts in Illinois, thirteen have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-five public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1989

	Range Low - High	State Average
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	24 - 32	29.8
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12 - 30	16.7
Average Weekly Office/Academic Advising Hours	4 - 11	7.0
Length of Full-time Faculty Academic Year Contract in Months	9 - 12	9.1

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1989

Dist. No.	District	Ave. Yearly Semester Credit Hours Taught	Ave. Weekly Class Contact Hrs. Teaching	Average Weekly Office/Academic Advising Hours*	Professional Rank	Length of Academic Year	Has Master Contract	Multiple Year Contract	Number of Years in Contract	Full-time Faculty Salary Schedule	Has Collective Bargaining	Recognized College Negotiating Body
501	Kaskaskia	30	18	7.5	No	9	Yes	Yes	3	Yes	Yes	IEA/NEA
502	DuPage	30	15	10	Yes	9	Yes	Yes	3	Yes	Yes	Faculty Assoc.
503	Black Hawk	30	23.5	5	Yes	9	Yes	Yes	3	Yes	Yes	IFT/AFT
504	Triton	30	15	5	No	10	Yes	Yes	2	Yes	Yes	IFT/AFT
505	Parkland	24	16	5	No	9	Yes	Yes	2	Yes	Yes	Faculty Assoc.
506	Sauk Valley	32	16	5	Yes	9	Yes	Yes	3	Yes	Yes	IEA/NEA
507	Danville	30	30	10	No	9	Yes	Yes	3	Yes	Yes	IEA/NEA
508	Chicago	24-26	12-13	4	Yes	9	Yes	Yes	3	Yes	Yes	IFT/AFT
509	Elgin	32	15	10	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
510	South Suburban	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
511	Rock Valley	30	15	5	Yes	9	No	No	1	Yes	No	--
512	Harper	30	15	10	Yes	9	Yes	Yes	2	Yes	Yes	IFT/AFT
513	Illinois Valley	30	15	10	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
514	Illinois Central	27	16	5	Yes	9	Yes	Yes	3	Yes	Yes	Faculty Assoc.
515	Prairie State	31	20	4	No	9	Yes	Yes	2	Yes	Yes	IFT/AFT
516	Waubonsee	30	16.5	5	No	9	Yes	Yes	2	Yes	Yes	IFT/AFT
517	Lake Land	30	15	5	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
518	Carl Sandburg	30	15	5	No	9	Yes	No	1	Yes	Yes	Faculty Assoc.
519	Highland	29	17.5	5	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
520	Kankakee	30-32	15-16	DNA	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
521	Rend Lake	31	17.5	5	No	9	Yes	Yes	2	Yes	Yes	IFT/AFT
522	Belleville	30	15	5	No	9	Yes	Yes	2	Yes	Yes	AAUP, AFT/IFT
523	Kishwaukee	30	17	5	No	9	Yes	Yes	4	No	Yes	IFT/AFT
524	Moraine Valley	30	DNA	4	Yes	10	Yes	Yes	3	Yes	Yes	Faculty Assoc.
525	Joliet	30	15-20	5	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
526	Lincoln Land	25	16	6	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
527	Morton	30	15	5	No	9	DNA	Yes	3	Yes	Yes	IFT/AFT
528	McHenry	30	15	5	Yes	9	Yes	Yes	3	Yes	Yes	Faculty Assoc.
529	Illinois Eastern	31	DNA	5	No	9	Yes	Yes	4	Yes	Yes	IEA/NEA
530	Logan	30	15	11	Yes	9	Yes	Yes	3	Yes	Yes	Faculty Assoc.
531	Shawnee	32	17	10	No	9	Yes	Yes	3	Yes	Yes	Faculty Assoc.
532	Lake County	30	15	10	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
533	Southeastern	30	20	10	No	9	Yes	Yes	3	Yes	Yes	IEA/NEA
534	Spoon River	30	18	10	No	9	Yes	No	1	Yes	Yes	IEA/NEA
535	Oakton	30	15	10	Yes	9	Yes	Yes	3	Yes	Yes	IEA/NEA
536	Lewis & Clark	30	16	10	Yes	9	Yes	Yes	3	Yes	Yes	IEA/NEA
537	Richland	32	17.5	5	Yes	9	Yes	Yes	3	Yes	Yes	IFT/AFT
539	John Wood	**	**	**	No	12	No	--	--	No	No	--
601	State Comm. Coll.	30	15	10	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
	TOTALS/AVERAGES	29.8	16.7	7.0	13 = Yes 25 = No	9.1	35 = Yes 2 = No	34 = Yes 3 = No	3 = 1 7 = 2 25 = 3 2 = 4	36 = Yes 2 = No	36 = Yes 2 = No	1 = AAUP, AFT/IFT 8 = Faculty Assoc. 8 = IEA/NEA 19 = IFT/AFT

*At many colleges, weekly advising hours are included with weekly office hours.
**All full-time employees are employed on a 12-month basis with a standard 40-hour work week.

DNA = Data Not Available
-- = Not Applicable

Section V

FISCAL YEAR 1989 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1989 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (non-teaching) professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as non-teaching faculty, they were asked to report them in this category.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (non-teaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (non-teaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (non-teaching) professional staff with 9-month contracts was $35,693. For other (non-teaching) professional staff with 12-month contracts, the weighted state average salary was $25,033.

Table 10

SUMMARY OF FISCAL YEAR 1989 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NON-TEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Salaries (9 month)	$10,080	$38,376	$24,165
Lowest Salaries (12 month)	$ 9,880	$29,028	$18,336
Average Salaries (9 month)	$14,727	$46,175	$35,693
Average Salaries (12 month)	$18,835	$40,828	$25,033
Highest Salaries (9 month)	$20,000	$52,716	$39,284
Highest Salaries (12 month)	$22,174	$52,741	$37,203
Median Salaries (9 month)	$14,100	$46,390	$32,192
Median Salaries (12 month)	$18,358	$43,049	$25,381

Illinois Community College Board

Table 11

FISCAL YEAR 1989 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

Dist. No.	District	Number of Staff	Range of Current FY 1989 Salary Lowest	Average	Highest	Median FY 1989 Salary
501	Kaskaskia	5	$20,821	$30,195	$37,856	$32,411
502	DuPage	24	28,126	41,551	48,718	42,197
503	Black Hawk	5	22,869	27,148	32,847	25,533
504	Triton	15	23,053	35,301	51,943	29,623
505	Parkland	14	11,000	22,403	42,068	20,241
506	Sauk Valley	2	26,498	30,507	34,516	30,507
507	Danville	12	10,935	19,316	32,237	18,105
508	Chicago	73	22,475	42,415	52,125	45,677
509	Elgin	8	20,400	35,548	45,022	38,800
510	South Suburban	9	22,079	32,935	45,109	38,838
511	Rock Valley	8	30,960	41,994	47,480	46,390
512	Harper	22	23,394	39,153	52,716	40,289
513	Illinois Valley	4	38,376	38,376	38,376	38,376
514	Illinois Central	6	24,074	33,591	44,185	33,543
515	Prairie State	5	31,500	37,028	43,069	36,118
516	Waubonsee	3	27,602	32,152	35,152	33,703
517	Lake Land	4	18,058	27,101	35,842	27,253
518	Carl Sandburg	6	24,029	26,654	32,843	26,622
519	Highland	0	--	--	--	--
520	Kankakee	0	--	--	--	--
521	Rend Lake	3	10,080	14,727	20,000	14,100
522	Belleville	3	31,980	33,976	35,169	34,779
523	Kishwaukee	5	21,634	23,548	27,189	22,232
524	Moraine Valley	23	18,565	29,494	41,846	28,139
525	Joliet	9	32,290	41,278	48,329	42,706
526	Lincoln Land	10	34,966	39,825	42,502	40,478
527	Morton	4	37,648	41,380	43,828	42,021
528	McHenry	7	21,395	30,224	34,127	31,320
529	Illinois Eastern	0	--	--	--	--
530	Logan	0	--	--	--	--
531	Shawnee	0	--	--	--	--
532	Lake County	15	30,991	46,175	50,429	45,949
533	Southeastern	3	21,038	21,922	23,689	21,038
534	Spoon River	4	13,841	18,440	28,863	15,528
535	Oakton	8	35,495	42,526	49,327	41,090
536	Lewis & Clark	4	12,945	17,032	20,412	14,361
537	Richland	0	--	--	--	--
539	John Wood	0	--	--	--	--
601	State Comm. Coll	0	--	--	--	--
	TOTAL/AVERAGES	323	$24,165	$35,693	$39,284	$32,192

-- = Not Applicable

Illinois Community College Board

Table 12

FISCAL YEAR 1989 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

Dist. No.	District	Number of Staff	Range of Current FY 1989 Salary Lowest	Average	Highest	Median FY 1989 Salary
501	Kaskaskia	0	$ --	$ --	$ --	$ --
502	DuPage	0	--	--	--	--
503	Black Hawk	4	29,028	34,173	45,825	30,920
504	Triton	0	--	--	--	--
505	Parkland	31	16,500	27,286	52,741	23,960
506	Sauk Valley	7	22,000	28,044	39,305	25,555
507	Danville	16	18,900	24,839	36,901	24,465
508	Chicago	600	9,880	25,312	41,730	25,446
509	Elgin	0	--	--	--	--
510	South Suburban	0	--	--	--	--
511	Rock Valley	9	20,238	31,463	37,811	31,740
512	Harper	0	--	--	--	--
513	Illinois Valley	9	18,000	32,977	39,640	28,820
514	Illinois Central	28	18,320	28,093	40,505	27,560
515	Prairie State	0	--	--	--	--
516	Waubonsee	0	--	--	--	--
517	Lake Land	21	14,840	23,122	28,598	23,405
518	Carl Sandburg	5	18,746	21,329	22,174	20,505
519	Highland	21	13,350	19,150	30,500	18,600
520	Kankakee	45	10,400	18,835	39,667	18,358
521	Rend Lake	16	15,000	24,178	35,448	24,000
522	Belleville	13	17,739	26,432	46,182	22,000
523	Kishwaukee	5	22,122	26,163	36,157	26,081
524	Moraine Valley	69	16,720	25,409	50,215	22,643
525	Joliet	0	--	--	--	--
526	Lincoln Land	3	22,500	26,100	29,000	26,800
527	Morton	0	--	--	--	--
528	McHenry	18	15,974	19,350	25,594	19,217
529	Illinois Eastern	38	15,997	23,214	48,451	20,941
530	Logan	12	26,231	35,980	42,344	37,768
531	Shawnee	12	17,600	22,188	26,750	21,025
532	Lake County	5	22,291	33,116	44,124	30,398
533	Southeastern	10	18,000	24,497	33,035	23,725
534	Spoon River	8	17,526	20,479	24,824	19,630
535	Oakton	0	--	--	--	--
536	Lewis & Clark	29	12,920	21,501	31,655	20,979
537	Richland	5	28,016	40,828	47,090	43,049
539	John Wood	11	16,580	25,002	29,320	25,000
601	State Comm. Coll.	7	18,000	27,162	36,089	28,091
	TOTALS/AVERAGES	1,057	$18,336	$25,033	$37,203	$25,381

-- = Not Applicable

Section VI

FISCAL YEAR 1989 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1989. The weighted average administrative staff salary ranged from a low of $32,632 to a high of $54,912. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1989 salaries; and the median fiscal year 1989 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (non-teaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1989 was $41,125. The lowest reported administrative salary was $14,282, and the highest was $95,500. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1989 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Administrative Salaries	$14,282	$37,318	$25,442
Average Administrative Salaries	$32,632	$54,912	$41,125
Highest Administrative Salaries	$52,850	$95,500	$73,213
Median Administrative Salaries	$29,085	$54,937	$41,269

Illinois Community College Board

Table 14

FISCAL YEAR 1989 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of Current FY 1989 Salaries Lowest	Average	Highest	Median FY 1989 Salary
501	Kaskaskia	30	$14,282	$33,912	$60,000	$29,085
502	DuPage	46	35,101	54,912	94,000	54,937
503	Black Hawk	36	27,500	42,470	70,500	43,659
504	Triton	38	31,051	48,583	85,000	DNA
505	Parkland	43	20,733	46,246	75,000	47,500
506	Sauk Valley	22	21,890	39,563	69,960	40,075
507	Danville	18	27,569	38,578	57,195	38,833
508	Chicago	208	17,655	39,257	95,500	37,000
509	Elgin	26	28,000	45,200	72,800	45,200
510	South Suburban	28	25,000	45,111	78,261	DNA
511	Rock Valley	24	21,830	43,272	80,500	44,361
512	Harper	33	37,318	54,104	85,000	46,498
513	Illinois Valley	12	27,000	45,910	72,000	49,500
514	Illinois Central	43	31,205	49,180	78,552	48,255
515	Prairie State	18	26,945	40,935	73,100	39,407
516	Waubonsee	22	28,000	46,675	83,200	45,000
517	Lake Land	18	20,717	38,035	65,000	37,574
518	Carl Sandburg	14	26,490	40,622	67,502	41,137
519	Highland	15	27,000	41,216	75,447	38,300
520	Kankakee	20	24,230	38,773	64,200	37,679
521	Rend Lake	21	28,885	41,490	68,750	41,500
522	Belleville	31	24,090	47,061	73,000	45,000
523	Kishwaukee	21	21,634	37,348	75,000	37,391
524	Moraine Valley	31	23,233	45,944	81,378	47,458
525	Joliet	45	23,005	35,036	78,146	31,758
526	Lincoln Land	30	24,600	40,523	72,000	40,000
527	Morton	14	32,489	46,051	71,232	43,971
528	McHenry	20	27,368	39,253	66,191	38,603
529	Illinois Eastern	32	19,196	32,632	67,864	34,426
530	Logan	19	26,111	47,654	77,818	45,955
531	Shawnee	9	27,700	37,850	59,000	41,000
532	Lake County	42	24,108	42,793	88,687	44,071
533	Southeastern	11	18,000	40,586	71,292	35,122
534	Spoon River	13	25,204	36,020	53,150	37,606
535	Oakton	28	30,101	54,023	83,697	53,509
536	Lewis & Clark	23	22,000	38,918	77,760	35,800
537	Richland	19	24,193	41,077	66,500	42,088
539	John Wood	16	25,884	36,906	68,292	32,474
601	State Comm. Coll.	18	24,912	35,563	52,850	35,225
	TOTALS/AVERAGES	1,157	$25,442	$41,125	$73,213	$41,269

DNA = Data Not Available

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1989

A summary of the fiscal year 1989 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1989. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the number of years each administrator has been in the position, college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 1989 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State Average
Executive of the District	$52,000	$95,500	$73,494
Campus Administrator	$38,581	$71,018	$58,143
Finance Officer	$36,466	$75,563	$55,978
Academic Officer	$39,109	$74,306	$53,736
Student Services Officer	$36,065	$66,548	$48,677
Bacc. (Arts & Sci.)/Univ. Parallel Officer	$30,020	$57,763	$47,462
Occupational/Career Education Officer	$31,920	$66,960	$48,126
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	$30,284	$63,700	$45,054
Director of Data Processing	$27,500	$62,123	$44,476
Director of Research & Planning	$27,500	$58,122	$41,801
Admissions and Records Officer	$23,307	$60,697	$40,107
Director of Counseling	$27,750	$57,079	$43,211
Director of Financial Aid	$20,635	$48,936	$32,753
Director of Job Placement	$17,800	$55,150	$30,900
Director of Student Activities	$21,890	$56,701	$34,389
Director of Library/LRC	$23,185	$58,481	$39,196
Development/Grants Officer	$24,600	$57,000	$40,923
Public Relations Officer	$20,651	$54,469	$36,359
Director of Personnel	$20,717	$58,204	$42,684
Director of Business Services	$20,651	$59,603	$37,300
Director of Physical Facilities/Grounds	$25,018	$59,000	$39,985
Director of Adult Education	$24,515	$48,145	$35,691
Director of Athletics	$25,105	$57,950	$38,584
Controller	$21,890	$58,205	$40,820

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Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1989

Dist. No.	District	Executive Officer			Campus Administrator			Finance Officer			Academic Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$60,000	1	1	$			$52,384	27	2	$48,630	7	2
502	DuPage	94,000	10	1	71,018	13	2	68,989	9	2	60,356	9	3
503	Black Hawk	70,500	1	1	49,825	2	2						
504	Triton	85,000	2	1				65,625	3	2	72,240	2	2
505	Parkland	75,000	1	1				63,000	1	2	61,500	1	2
506	Sauk Valley	69,960	2	1				56,190	23	2	52,500	0	2
507	Danville	69,195	1	1				37,800	2	2			
508	Chicago	95,500	0	1	60,901 (8)	12	2	75,563	2	2	50,777 (7)	6	3
509	Elgin	72,800	1	1				62,200	8	2	57,700	2	2
510	South Suburban	78,261	1	1				49,678	10	2	62,177	5	2
511	Rock Valley	80,500	19	1				53,670	14	2	61,500	17	2
512	Harper	85,000		1				73,486	3	2	74,306	1	2
513	Illinois Valley	72,000	14	1				58,400	15	2	56,450	11	2
514	Illinois Central	78,552	13	1				58,260	9	2			
515	Prairie State	73,100	2	1				62,182	13	2	53,044	3	2
516	Waubonsee	83,200	7	1				63,500	11	2	61,000	1	2
517	Lake Land	65,000		1				51,492	2	2	53,709	4	2
518	Carl Sandburg	67,502	5	1				51,456	9	2	47,087	2	2
519	Highland	75,447	8	1				52,600	16	2	47,000	2	2
520	Kankakee	64,200	1	1				49,249	4	2	50,632	1	2
521	Rend Lake	68,750	10	1				50,302	4	2	53,500	0	2
522	Belleville	73,000	1	1	66,165 (2)	4		64,322	3		62,991	5	
523	Kishwaukee	75,000	10	1				37,320	11	2	49,360	1	3
524	Moraine Valley	81,378	7	1				63,558	3	2	59,627	3	3
525	Joliet	78,146	3	1				61,916	3	2	57,844	2	2
526	Lincoln Land	72,000		1				52,400	3	2	54,900	3	2
527	Morton	71,232	3	1				56,873	3	2	52,873	3	2
528	McHenry	66,192	9	1				50,762	8	2	50,762	3	2
529	Illinois Eastern	67,864	5	1	53,278 (4)	11	2				39,524 (4)		3
530	Logan	77,718	7	1				62,431	14	2	62,750	9	2
531	Shawnee	59,000	1	1				41,000	2		41,000		
532	Lake County	88,687	2	1				65,420	3	2	69,334	7	2
533	Southeastern	71,292	15	1				51,443	19	2	54,246	9	2
534	Spoon River	52,000	2	1				42,242	2	2			
535	Oakton	83,687	4	1				74,416	16	2	72,338	3	2
536	Lewis & Clark	77,760	5	1	54,500	4	2	54,000	1	2	54,000	2	2
537	Richland	66,500	3	1				50,493	7	2	50,400	1	2
539	John Wood	68,500	0	1				50,094	11	2	46,000		2
601	State Comm. Coll.	52,850	2	1	38,581	2	2	36,466	2	2	39,109	2	2
	Number of Persons	39			18			37			44		
	AVERAGES	$73,494			$58,143			$55,978			$53,736		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1989
(Continued)

Dist. No.	District	Student Services Officer			Bacc./Univ. Parallel Officer			Occupational Career Officer			Continuing Education Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$46,085	7	2	$48,401	5	2	$46,085	7	3	$45,472	10	3
502	DuPage	57,763	10	3	57,763	9	3	57,763	1	3	59,005		3
503	Black Hawk	51,668	10	2	51,493	7	2	53,958	10	2	48,792		2
504	Triton	60,500	2	2	51,234	3	2	66,960	2	2			
505	Parkland	60,000	1	2				42,500	4	3	40,000	3	3
506	Sauk Valley	49,850	17	2	42,410	7	3	46,010	2	3	40,925	7	3
507	Danville	44,300	2	2							41,700	4	2
508	Chicago	40,642 (7)	7	3	44,277 (10)	6	3	46,911 (6)	8	3	39,464 (9)	3	3
509	Elgin							50,600	2	3	46,950	9	3
510	South Suburban	51,510	5	3	53,995	2	3	34,102	1	3	48,393	7	3
511	Rock Valley	43,517	4		53,670	11		53,670	13		53,670	10	
512	Harper	65,856	2	2							53,400	10	4
513	Illinois Valley	48,100	12					43,980	11	3	45,505	9	2
514	Illinois Central	54,715	9	2	55,485	8	3	53,365	2	3	56,910	13	3
515	Prairie State	42,702	0	2	45,969	6	3				37,777	0	3
516	Waubonsee	53,600	6	3	55,000	6	3	43,000	6	4	63,700	6	2
517	Lake Land	51,492	8	2				44,474	3	3	30,284	4	4
518	Carl Sandburg	46,000	2	2	31,292	4	4	46,122	10	3	45,540	15	3
519	Highland	54,100	2	2							38,300	2	3
520	Kankakee	41,783	4	2				43,935	10	3	46,332	6	3
521	Rend Lake	44,897	3	2				52,049	6	2			
522	Belleville	63,519	15		56,633 (3)	5		56,633 (3)	5		45,000	1	
523	Kishwaukee	43,922	8	3	45,957	1	3	52,130	11	3	39,832	8	3
524	Moraine Valley	66,548	14	3	47,458	2	4	51,039	3	4	54,951	3	4
525	Joliet	55,576	2	2	54,919	2	3				54,919	2	3
526	Lincoln Land	52,400	3	2				49,100	8	3	49,300	18	3
527	Morton	53,309	7	2	44,773	12	3	39,330	1	3	42,510	7	3
528	McHenry	41,800	1	3							43,366	7	3
529	Illinois Eastern	36,065 (4)	18	3									
530	Logan	53,474	11	3							44,165	6	4
531	Shawnee	41,000	3								41,000	11	
532	Lake County	63,014	16	3							44,071	4	4
533	Southeastern	51,443	16	2				47,409	4	3	35,122	13	3
534	Spoon River				41,363	9	2	39,165	4	2			
535	Oakton	62,265	2	2							55,280	4	3
536	Lewis & Clark	54,000	1	2							46,600	3	3
537	Richland	46,000		2									
539	John Wood	45,000		2	30,020	1	3	31,920	3	3	41,292	12	2
601	State Comm. Coll.												
	Number of Persons	45			30			32			41		
	AVERAGES	$48,677			$47,462			$48,126			$45,054		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1989
(Continued)

Dist. No.	District	Director of Data Processing			Director of Research/Planning			Admissions/Records Officer			Director of Counseling		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$44,685	11	3	$			$41,310 (2)	5	3	$		
502	DuPage	62,123	3	3	54,036	6	4	59,005	2	4	53,988	18	4
503	Black Hawk	46,401	5	2	41,034	1		48,936	21	3			
504	Triton	56,798	11	3	41,908	3	3	37,775	5	4			
505	Parkland	32,500	1	3	49,211	17	3	40,000	10	3	51,607		3
506	Sauk Valley	41,025	17	4	41,000	7	4	34,000		4			
507	Danville	28,800	9	3				36,900	10	4	28,000	1	4
508	Chicago	50,837	4	3	36,808 (2)	2	3	39,356 (7)	8	4			
509	Elgin	51,050	6	3							46,900	8	3
510	South Suburban	46,463	8	2				53,232	16	3	53,504	8	2
511	Rock Valley	47,568	13					42,730	10				
512	Harper	57,713	8	3	53,020	17	2	53,254	9	3	44,851	2	3
513	Illinois Valley	48,900	10	2				35,540	10	3			
514	Illinois Central	44,310	11	3	52,275	9	2	51,285	4	3	44,795	10	3
515	Prairie State	45,817	3	3	37,127	8	3	41,036	11	3			
516	Waubonsee	49,500	12	3									
517	Lake Land	38,398	3	4				23,307		5			
518	Carl Sandburg	41,137	12	4				34,536	11	4			
519	Highland							29,900	5	3			
520	Kankakee				35,700	1	2	36,904	1	3	37,679	1	3
521	Rend Lake							30,368	8	3	33,674	2	3
522	Belleville	36,000	1								56,633	9	
523	Kishwaukee	46,230	10	3				34,013	7	4			
524	Moraine Valley				28,330	3	4	48,070	6	4	57,079	5	4
525	Joliet	47,700	2	4	39,697	2	4	31,758	2	4	49,236	5	3
526	Lincoln Land	41,900	16	5				46,400	8	3	48,000	20	3
527	Morton	44,797	1	3				34,000		3			
528	McHenry	42,347	10	3				36,524	8	3			
529	Illinois Eastern	34,426		2	40,216	20	2						
530	Logan	34,012	7	4				46,133	5	4			
531	Shawnee	27,500	5								27,750	2	
532	Lake County	56,701	14	4				56,701	16	4	38,934	2	4
533	Southeastern										34,201	11	4
534	Spoon River	36,289	10	3	32,197	11	2				28,186	5	3
535	Oakton	60,696	18	3	58,122	3	3	60,697	18	3	52,876	2	3
536	Lewis & Clark	40,700	17	3	27,500	1	3	35,800	6	3			
537	Richland				46,957	14	3	32,046	7	4			
539	John Wood	39,916	9	3				28,376	9	3			
601	State Comm. Coll.				42,280	3	2	26,848	8	3	33,109	7	3
	Number of Persons	32			19			39			19		
	AVERAGES	$44,476			$41,801			$40,107			$43,211		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1989
(Continued)

Dist. No.	District	Director of Financial Aid			Director of Job Placement			Director of Student Activities			Director of Library/LRC		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$20,635	3	3	$			$			$42,010	13	3
502	DuPage	47,893	8	4	55,150	18	4	50,700	21	4	51,241	3	3
503	Black Hawk	48,936	20	3	30,384	16					28,728	6	3
504	Triton	33,495	2	5				40,550	4	4	54,310	5	2
505	Parkland	30,000		4	25,750	2	4	52,903		4	39,328		3
506	Sauk Valley	41,025	18										
507	Danville	38,800	18	4							41,000	7	3
508	Chicago	37,423 (7)	10	4	42,085 (2)	6	4	29,140 (4)	14	4	37,835	2	4
509	Elgin	44,250	14	3				41,700	5	3	53,250	12	3
510	South Suburban	38,797	5	4				28,490	1	4	39,513	2	3
511	Rock Valley	39,824	8					30,900	1		47,568	19	
512	Harper	38,665	1	4	37,318	2	4	42,211	11	3	51,950	2	4
513	Illinois Valley	27,000	2	3							39,670	18	3
514	Illinois Central	37,145	4	3							54,380	16	3
515	Prairie State				26,945	1	3	27,734	3	3	28,396	3	3
516	Waubonsee												
517	Lake Land	32,577	16	5	18,057		5				31,552	17	5
518	Carl Sandburg	26,490	4	4							37,550	4	3
519	Highland	32,300	5	3	17,800	1	4				32,350	5	3
520	Kankakee	31,401	1	3	24,536	1	3	22,050	1	3			
521	Rend Lake	30,368	8	3	34,102	4	3				41,500	9	3
522	Belleville	32,000	1								52,357	19	
523	Kishwaukee	26,153	8	4	21,634	3	4	21,890	5	4	25,840	3	4
524	Moraine Valley	27,486	6	5	26,915	1	5	23,233	1	5	33,167	1	5
525	Joliet												
526	Lincoln Land	32,700	4	4				32,700	3	4			
527	Morton										40,847	4	3
528	McHenry	27,368	2	4				21,363	5	4	42,500	1	3
529	Illinois Eastern	20,941 (4)	1	4							23,185 (4)	2	4
530	Logan				40,432	7	4	38,048	15	4	55,039	17	3
531	Shawnee										35,900	19	
532	Lake County	42,444	7	4	30,536	5	5	36,701	19	4	50,481	17	3
533	Southeastern	33,568	5	4							36,852	24	4
534	Spoon River							37,606	15	3	27,921	4	3
535	Oakton							30,101	3	3			
536	Lewis & Clark	23,200	4	4	22,000	5	4	40,280	4	3	41,700	1	3
537	Richland	24,193		4				35,202	4	4	42,088	7	4
539	John Wood	29,680	7	3									
401	State Comm. Coll.	26,002	4	3	29,563	3	4				34,314	13	3
	Number of Persons	40			17			23			35		
	AVERAGES	$32,753			$30,900			$34,389			$39,196		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1989
(Continued)

Dist.		Development/Grants Officer			Public Relations Officer			Director of Personnel			Business Services Officer		
No.	District	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$26,389	3	3	$			$			$		
502	DuPage	37,734	2	3	47,161	6	4	58,204	2	3	49,378	3	4
503	Black Hawk	32,624	1	3	54,469	2	3	48,497	15	2	31,797 (2)	1	2
504	Triton	41,908	3	4	53,922	1	2	46,000	1	2	45,580	3	4
505	Parkland				38,000		3	52,205	13	3			
506	Sauk Valley	26,980		5	40,960	21	4				37,960	1	4
507	Danville				24,300	5	2	44,300	2	2			
508	Chicago	43,841 (2)	7	3	51,518	4	3				41,493 (8)	13	4
509	Elgin				40,400	17	3						
510	South Suburban	50,016	1	2	34,710	1	2	33,323	1	3			
511	Rock Valley				40,541	12							
512	Harper	50,081	2	2	54,402	13	2	53,493	6	3	59,603	3	3
513	Illinois Valley				40,720	19	2						
514	Illinois Central	55,165	1	3	40,705	7	3	52,805	11	3			
515	Prairie State				35,108	4	3	37,475	4	3			
516	Waubonsee	57,000	4	3	28,500	1	3	47,000	10	3	50,500	3	
517	Lake Land				27,888	5	4	20,717	6	5	38,148	11	4
518	Carl Sandburg										26,490	3	4
519	Highland	24,600	1	4	20,900	2	4				23,200	8	4
520	Kankakee				36,344	3	2				28,323	6	3
521	Rend Lake				28,885	10	3						
522	Belleville	42,500	16		43,800	3		47,791	5		37,186	17	
523	Kishwaukee	35,140	4	2	27,466	5	2						
524	Moraine Valley	47,150	2	3	28,845	4	4	39,865	5	4	32,892	3	3
525	Joliet	47,562	5	4	40,660	10	4	41,955	5	4	41,201	8	4
526	Lincoln Land				25,000	3	4	41,300	14	4	36,900	2	3
527	Morton				47,234	17	3	43,169	3	3			
528	McHenry				32,481	14	3	34,267	10	3	29,550	4	3
529	Illinois Eastern				20,651 (3)		3	23,332	2	3	20,651 (3)		3
530	Logan	45,778	13	4	32,919	4	4						
531	Shawnee												
532	Lake County	40,772	3	4	38,661	8	5	47,486	7	5	54,910	7	3
533	Southeastern	28,819	5	4									
534	Spoon River							39,452	7	2			
535	Oakton	40,550	4	3	50,574	3	3	54,114	12	3	41,763	7	3
536	Lewis & Clark				34,440	4	3						
537	Richland										28,756	1	4
539	John Wood				26,800	2	3						
601	State Comm. Coll.				42,280			32,303	2	3	36,466	2	
	Number of Persons	20			35			22			31		
	AVERAGES	$40,923			$36,359			$42,684			$37,300		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1989
(Continued)

Dist. No.	District	Physical Facil./Grounds Officer			Adult Basic/Secondary Educ.			Director of Athletics			Controller		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$29,085	17	3	8			$25,105		3	$22,168	4	3
502	DuPage												
503	Black Hawk	45,602	20	3	44,728	15	3	34,569	2	3	48,572	10	
504	Triton	42,500	1	4	42,706	1	3	39,961	7	5	58,205	4	3
505	Parkland	59,000		3				45,000		3			
506	Sauk Valley	37,065	16	4							21,890	4	5
507	Danville	35,900	14	3	30,000	1	3						
508	Chicago	55,004	11	4	41,186 (6)	4	4				48,000	0	3
509	Elgin	45,700	8	3	35,400	1	3				45,550	15	3
510	South Suburban	42,769	7	4				43,677	5	4			
511	Rock Valley	37,067	5		37,167	5					36,061	11	
512	Harper	58,471	6	3	48,145	5	4	57,950	21	4			
513	Illinois Valley	35,540	3	3									
514	Illinois Central	48,255	9	3							42,920	4	3
515	Prairie State	43,444	12	3							41,094	12	3
516	Waubonsee	49,250	4	3	37,000	3							
517	Lake Land	33,399	2	4	24,515	2	5						
518	Carl Sandburg	36,587	12	4									
519	Highland	38,700	8	3				33,500	8	3			
520	Kankakee	37,855	10	3				41,546	10	3			
521	Rend Lake	33,600	1	3	35,400	3	3	42,900	7	3			
522	Belleville	36,000	3		41,444	8		29,651	9				
523	Kishwaukee	32,621	11	3	28,690	5	3	25,239	3	4			
524	Moraine Valley	51,840	13	3	30,076	2	3	30,625	5	4	36,811	2	3
525	Joliet	40,831	2	4	35,683	5	4	31,758	2	5	41,201	8	5
526	Lincoln Land	38,400	8	5	38,300	3	4						
527	Morton	41,273	1	3									
528	McHenry	32,396	9	3	34,133	12	4						
529	Illinois Eastern										40,216	11	2
530	Logan	25,018 (2)	4	5	36,804	6	4	46,730	2	4	50,802	8	3
531	Shawnee	27,000	5										
532	Lake County	50,994	19	4				40,242	2	3			
533	Southeastern												
534	Spoon River				25,204	2	3						
535	Oakton	52,876	2	3				48,887	16	3	46,714	13	3
536	Lewis & Clark				30,000 (2)		3						
537	Richland	34,500	0	4									
539	John Wood				26,000		3				32,100	5	3
601	State Comm. Coll.	25,929	2	3	25,143	2							
	Number of Persons	34			27			16			15		
	AVERAGES	$39,985			$35,691			$38,584			$40,820		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Section VIII

SUMMARY OF FISCAL YEAR 1989 MONTHLY CLASSIFIED STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1989 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 18 compares monthly mean salaries of comparable university civil service positions and classified community college positions. A comparison between community college classified staff salaries and classified salaries at universities revealed that for 13 positions community college classified salaries were higher and for 13 positions community college classified salaries were lower. However, many variables, such exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1989*

Title	Number of Employees	Low Salary	Average Salary	High Salary
Accountant I	33	$1,342	$1,971	$2,992
Accountant II	26	1,229	2,050	2,923
Accountant Clerk I	99	830	1,421	2,277
Accountant Clerk II	124	774	1,579	2,638
Admissions/Records Clerk	132	799	1,192	1,527
Admissions/Records Supervisor	59	1,232	1,980	2,671
Audio-Visual Services Manager	31	1,063	1,772	2,983
Bookstore Manager	26	1,109	1,860	2,826
Clerk Typist	751	750	1,280	1,836
Computer Operator I	83	1,021	1,470	1,855
Computer Operator II	39	1,015	1,539	2,256
Computer Programmer I	21	1,296	1,753	2,327
Computer Programmer II	23	1,566	2,073	2,498
Computer Systems Analyst	23	2,029	2,663	3,295
Custodian	653	998	1,401	1,820
Custodian Supervisor	48	1,096	1,868	2,974
Keypunch Operator/Data Entry Clerk	49	1,031	1,594	2,389
Library Clerk	152	792	1,430	2,389
Programmer/Analyst	36	1,255	2,101	2,906
Purchasing Clerk	17	1,092	1,362	1,796
Purchasing Supervisor	37	1,478	2,236	3,142
Receptionist/Switchboard Operator	89	853	1,301	1,964
Secretary-General	537	863	1,330	2,118
Secretary-Administrative	274	874	1,630	2,638
Secretary-Executive	103	1,392	1,980	2,917
Security Officer/Guard	61	1,070	1,492	1,854
Security Supervisor	33	950	2,420	3,699
Shipping/Receiving Clerk	45	920	1,387	1,854

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

NOTE: Data for South Suburban College and McHenry County College were not included in this table.

Illinois Community College Board

Table 18

COMPARISON OF MONTHLY FISCAL YEAR 1988 SALARIES OF CLASSIFIED PERSONNEL AT ILLINOIS PUBLIC COMMUNITY COLLEGES WITH UNIVERSITY CIVIL SERVICE SALARIES*

Title	University Civil Service Monthly Mean Salary	Community College Monthly Mean Salary	Difference in Mean Salaries	Percent Difference in Mean Salaries
Accountant I	$1,792	$1,971	$179	9.99%
Accountant II	2,151	2,050	-101	-4.70%
Accountant Clerk I	1,181	1,421	240	20.32%
Accountant Clerk II	1,437	1,579	142	9.88%
Admissions/Records Officer I	1,343	1,192	-151	-11.24%
Admissions/Records Supervisor	1,999	1,980	-19	-0.95%
Audio/Visual Service Manager	2,595	1,772	-823	-31.71%
Bookstore Manager	2,607	1,860	-747	-28.65%
Clerk Typist I	983	1,280	297	30.21%
Computer Operator I	1,388	1,470	82	5.91%
Computer Operator II	1,830	1,539	-291	-15.90%
Computer Programmer I	1,431	1,753	322	22.50%
Computer Programmer II	1,746	2,073	327	18.73%
Computer Systems Analyst	3,014	2,663	-351	-11.65%
Custodian	1,236	1,401	165	13.35%
Custodian Supervisor	2,720	1,868	-852	-31.32%
Data Entry Operator	1,018	1,594	576	56.58%
Library clerk	980	1,430	450	45.92%
Purchasing Clerk	1,616	1,362	-254	-15.72%
Purchasing Director	3,020	2,236	-784	-25.96%
Secretary - General	1,605	1,330	-275	-17.13%
Secretary - Administrative	1,886	1,630	-256	-13.57%
Secretary - Executive	2,278	1,980	-298	-13.08%
Security Officer/Guard	1,216	1,492	276	22.70%
Security Supervisor	1,596	2,420	824	51.63%
Shipping/Receiving Clerk	1,208	1,387	179	14.82%

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

NOTE: Data for South Suburban College and McHenry County College were not included in this table.

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1988

Table 19 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1988. Table 20 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 21 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 19

SUMMARY OF AVERAGE FISCAL YEAR 1988 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Administrative	$ 575	$6,206	$2,932
9 Month Teaching Faculty	$ 321	$4,523	$2,750
12 Month Teaching Faculty	$ 250	$3,446	$2,085
9 Month Other Professional (Non-teaching)	$1,064	$4,051	$2,614
12 Month Other Professional (Non-teaching)	$ 388	$4,539	$2,817
Classified	$ 410	$3,650	$2,556

Illinois Community College Board

Table 20

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1988

Dist. No.	District	Health Insurance	Health Insurance for Family Dependents	Dental Insurance	Life Insurance	Employees SURS Contrib. Paid by College	Social Security	Medicare	Worker's Compensation	Unemployment Insurance	Disability	Free or Partial Tuition for Family	Other
501	Kaskaskia	x	x		x	x*		x	x	x		x	
502	DuPage	x	x	x	x			x	x	x		x	x
503	Black Hawk	x	x	x	x			x	x	x	x	x	x
504	Triton	x	x	x	x	x*		x	x	x		x	x
505	Parkland	x	x	x	x			x	x	x	x	x	x
506	Sauk Valley	x	x		x	x*		x	x	x		x	
507	Danville	x	x		x			x	x	x	x	x	x
508	Chicago	x		x	x			x	x	x		x	
509	Elgin	x	x	x	x			x	x	x	x	x	x
510	South Suburban	x		x	x			x	x	x		x	
511	Rock Valley	x	x	x	x			x	x	x			
512	Harper	x	x	x	x			x	x	x		x	x
513	Illinois Valley	x	x		x	x*		x	x	x	x	x	x
514	Illinois Central	x	x	x	x				x	x			
515	Prairie State	x	x		x	x*			x	x	x	x	
516	Waubonsee	x	x	x	x			x	x	x	x	x	
517	Lake Land	x		x	x				x	x	x	x	x
518	Carl Sandburg	x		x	x				x	x		x	
519	Highland	x	x		x			x	x	x	x	x	x
520	Kankakee	x		x	x	x*		x	x	x		x	x
521	Rend Lake	x		x	x			x	x	x		x	x
522	Belleville	x	x		x	x*		x	x	x		x	
523	Kishwaukee	x	x	x	x				x	x	x	x	x
524	Moraine Valley	x			x	x*			x	x		x	x
525	Joliet	x	x	x	x			x	x	x	x	x	x
526	Lincoln Land	x		x	x			x	x	x		x	
527	Morton	x			x			x	x	x		x	
528	McHenry	x	x	x	x			x	x	x		x	x
529	Illinois Eastern	x		x	x				x	x		x	x
530	Logan	x	x	x	x			x	x	x		x	
531	Shawnee							x	x	x		x	
532	Lake County	x			x			x	x	x		x	x
533	Southeastern	x	x		x				x	x	x	x	x
534	Spoon River	x	x		x				x	x		x	
535	Oakton	x	x	x	x			x	x	x		x	
536	Lewis & Clark	x	x	x	x			x	x	x		x	x
537	Richland	x	x	x	x			x	x	x	x		
539	John Wood	x	x		x			x	x	x	x	x	
601	State Comm. Coll.	--	--	--	--	--	--	--	--	--	--	--	--
	Total Number of Colleges That Pay	37	26	24	37	8*	0	32	38	38	14	34	20

*Paid for selected administrators only.
-- = Not Applicable

Illinois Community College Board

Table 21

FISCAL YEAR 1988 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Administrative Staff			9-Month Teaching Faculty			12-Month Teaching Faculty		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
501	Kaskaskia	27	$ 77,516	$2,871	54	$ 129,530	$2,399	10	$ 24,664	$2,466
502	DuPage	46	134,520	2,924	204	922,660	4,523	0	--	--
503	Black Hawk	36	105,442	2,929	144	434,588	3,018	0	--	--
504	Triton	42	177,983	4,238	231	645,439	2,794	0	--	--
505	Parkland	22	55,840	2,538	159	372,302	2,342	0	--	--
506	Sauk Valley	20	63,000	3,150	45	128,880	2,864	2	6,201	3,101
507	Danville	21	47,513	2,263	58	93,533	1,613	7	9,745	1,392
508	Chicago	195	631,612	3,239	1,006	3,257,745	3,238	0	--	--
509	Elgin	26	82,977	3,191	87	261,440	3,005	0	--	--
510	South Suburban	27	101,945	3,776	111	405,953	3,657	0	--	--
511	Rock Valley	24	62,852	2,619	127	347,069	2,733	3	7,208	2,403
512	Harper	33	101,409	3,073	167	519,309	3,110	1	2,166	2,166
513	Illinois Valley	12	74,477	6,206	71	129,207	1,820	0	--	--
514	Illinois Central	42	136,102	3,241	166	464,474	2,798	0	--	--
515	Prairie State	20	70,834	3,542	84	236,165	2,811	0	--	--
516	Waubonsee	23	62,459	2,716	57	146,335	2,567	0	--	--
517	Lake Land	19	44,870	2,362	84	199,698	2,377	7	19,239	2,748
518	Carl Sandburg	14	20,945	1,496	51	81,433	1,597	0	--	--
519	Highland	15	44,377	2,958	40	114,477	2,862	0	--	--
520	Kankakee	34	71,818	2,112	51	100,759	1,976	0	--	--
521	Rend Lake	21	28,657	1,365	33	41,755	1,265	19	25,889	1,363
522	Belleville	32	114,777	3,587	99	264,369	2,670	5	16,865	3,373
523	Kishwaukee	20	31,102	1,555	65	96,386	1,483	0	--	--
524	Moraine Valley	31	143,007	4,613	160	555,813	3,474	22	75,806	3,446
525	Joliet	47	148,274	3,155	138	454,599	3,294	0	--	--
526	Lincoln Land	26	41,651	1,602	115	173,898	1,512	1	1,479	1,479
527	Morton	14	29,621	2,116	58	93,556	1,613	0	--	--
528	McHenry	17	68,558	4,033	38	156,997	4,132	0	--	--
529	Illinois Eastern	33	47,426	1,437	100	127,522	1,275	11	12,549	1,141
530	Logan	20	45,530	2,277	56	114,513	2,045	0	--	--
531	Shawnee	9	5,173	575	22	8,203	373	7	1,749	250
532	Lake County	49	92,694	1,892	160	51,383	321	0	--	--
533	Southeastern	10	13,805	1,381	37	45,692	1,235	5	6,026	1,205
534	Spoon River	15	48,694	3,246	33	104,993	3,182	0	--	--
535	Oakton	28	131,434	4,694	133	446,014	3,353	0	--	--
536	Lewis & Clark	18	42,881	2,382	79	153,406	1,942	0	--	--
537	Richland	19	54,732	2,881	44	130,048	2,956	0	--	--
539	John Wood	15	33,061	2,204	0	--	--	24	48,903	2,038
601	State Comm. Coll.	--	--	--	--	--	--	--	--	--
	TOTALS/AVERAGES	1,122	$3,289,568	$2,932	4,367	$12,010,143	$2,750	124	$258,489	$2,085

-- = Not Applicable

Illinois Community College Board

Table 21

FISCAL YEAR 1988 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES
(Continued)

Dist. No.	District	9-Month Other (Non-Teaching) Professional Staff			12-Month Other (Non-Teaching) Professional Staff			Classified Staff		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
501	Kaskaskia	6	$ 13,782	$2,297	0	$ --	$ --	43	$ 108,315	$2,519
502	DuPage	25	73,398	2,936	0	--	--	314	990,398	3,154
503	Black Hawk	5	9,247	1,849	4	11,318	2,830	181	426,910	2,359
504	Triton	14	40,092	2,864	0	--	--	312	719,885	2,307
505	Parkland	18	36,286	2,016	31	64,030	2,065	85	158,817	1,868
506	Sauk Valley	2	5,712	2,856	6	13,905	2,318	50	114,811	2,296
507	Danville	12	15,260	1,272	18	22,401	1,245	94	171,854	1,828
508	Chicago	75	243,193	3,243	519	1,680,863	3,239	859	2,781,673	3,238
509	Elgin	8	24,390	3,049	0	--	--	102	291,735	2,860
510	South Suburban	9	36,457	4,051	0	--	--	114	159,470	1,399
511	Rock Valley	8	22,094	2,762	9	24,475	2,719	112	290,834	2,597
512	Harper	20	52,331	2,617	0	--	--	339	943,077	2,782
513	Illinois Valley	4	7,766	1,942	9	40,855	4,539	68	107,060	1,574
514	Illinois Central	6	15,686	2,614	20	50,087	2,504	161	431,062	2,677
515	Prairie State	5	9,269	1,854	0	--	--	72	183,562	2,549
516	Waubonsee	3	8,953	2,984	0	--	--	83	220,907	2,662
517	Lake Land	5	11,679	2,336	22	46,837	2,129	79	156,528	1,981
518	Carl Sandburg	6	9,419	1,570	5	6,762	1,352	44	71,423	1,623
519	Highland	0	--	--	16	42,881	2,680	39	113,479	2,910
520	Kankakee	0	--	--	0	--	--	108	226,991	2,102
521	Rend Lake	3	3,192	1,064	15	16,961	1,131	29	41,341	1,426
522	Belleville	3	4,074	1,358	13	29,301	2,254	94	223,544	2,378
523	Kishwaukee	5	7,940	1,588	5	7,376	1,475	53	77,675	1,466
524	Moraine Valley	23	84,201	3,661	69	242,681	3,517	151	522,195	3,458
525	Joliet	9	28,093	3,121	0	--	--	DNA	DNA	DNA
526	Lincoln Land	10	14,439	1,444	3	4,754	1,585	90	126,476	1,405
527	Morton	4	6,691	1,673	0	--	--	75	158,644	2,115
528	McHenry	7	27,987	3,998	14	51,102	3,650	35	127,744	3,650
529	Illinois Eastern	0	--	--	40	51,360	1,284	90	109,023	1,211
530	Logan	0	--	--	12	24,468	2,039	53	80,802	1,525
531	Shawnee	0	--	--	11	4,264	388	19	7,787	410
532	Lake County	19	9,072	477	33	52,176	1,581	146	329,808	2,259
533	Southeastern	3	3,385	1,128	8	9,850	1,231	25	27,328	1,093
534	Spoon River	4	12,187	3,047	8	25,439	3,180	32	99,354	3,105
535	Oakton	8	26,051	3,256	0	--	--	192	558,420	2,908
536	Lewis & Clark	4	8,163	2,041	19	40,334	2,123	60	113,684	1,895
537	Richland	0	--	--	6	17,708	2,951	42	109,535	2,608
539	John Wood	0	--	--	10	23,687	2,369	26	47,732	1,836
601	State Comm. Coll.	--	--	--	--	--	--	--	--	--
	TOTALS/AVERAGES	333	$870,489	$2,614	925	$2,605,875	$2,817	4,471	$11,429,883	$2,556

DNA = Data Not Available
-- = Not Applicable

Section X

FISCAL YEAR 1989 MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NON-TEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 22 summarizes fiscal year 1989 weighted average percentage salary increases of full-time faculty, other (non-teaching) professional staff, administrative staff, and classified staff.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 23.

Table 22

SUMMARY OF FISCAL YEAR 1989 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NON-TEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Weighted Mean Percentage Salary Increases*		
	Low	High	State Average
Administrative	0.0%	10.4%	5.9%
Faculty (9 Months)	1.0%	14.5%	6.2%
Faculty (12 Months)	0.0%	11.2%	5.4%
Other (Non-teaching) Professional (9 Months)	1.0%	9.2%	6.2%
Other (Non-teaching) Professional (12 Months)	0.0%	11.2%	6.0%
Classified	2.2%	15.2%	6.7%

*Does not include districts with missing data.

Illinois Community College Board

Table 23

FISCAL YEAR 1989 WEIGHTED MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE STAFF, FACULTY, OTHER (NON-TEACHING) PROFESSIONAL STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Admin.	Teaching Faculty (9 mos.)	Teaching Faculty (12 mos.)	Other (Non-teaching) Professional (9 mos.)	Other (Non-teaching) Professional (12 mos.)	Classified
501	Kaskaskia	9.0%	7.0%	7.0%	7.0%	--%	10.0%
502	DuPage	6.9	7.4	--	7.0	--	8.3
503	Black Hawk	4.5	6.1	--	7.0	6.6	8.8
504	Triton	6.0	8.3	--	7.0	--	9.8
505	Parkland	0.0	6.0	--	6.6	6.1	DNA
506	Sauk Valley	5.8	5.2	5.0	5.0	6.5	6.2
507	Danville	5.0	5.9	0.0	5.0	5.0	5.0
508	Chicago	7.7	6.5	--	6.3	8.0	8.5
509	Elgin	7.0	6.7	--	6.7	--	7.7
510	South Suburban	DNA	DNA	DNA	DNA	DNA	DNA
511	Rock Valley	6.2	6.4	5.2	6.0	6.9	6.4
512	Harper	4.5	5.7	5.0	6.5	--	DNA
513	Illinois Valley	5.9	5.5	--	5.5	6.0	5.8
514	Illinois Central	5.3	5.1	--	5.9	4.8	3.9
515	Prairie State	4.0	4.0	--	4.0	--	4.1
516	Waubonsee	7.7	7.9	--	9.2	--	15.2
517	Lake Land	7.0	6.5	6.0	6.0	6.0	6.0
518	Carl Sandburg	2.2	2.4	--	3.0	2.2	2.2
519	Highland	5.1	5.1	--	--	5.3	4.1
520	Kankakee	4.7	2.6	4.7	--	4.7	4.7
521	Rend Lake	7.0	6.6	6.7	5.7	5.7	11.2
522	Belleville	0.0	1.0	1.0	1.0	1.0	3.0
523	Kishwaukee	4.4	4.1	--	8.9	4.1	4.0
524	Moraine Valley	7.8	8.8	5.3	8.8	9.3	6.5
525	Joliet	7.0	7.0	--	7.0	--	DNA
526	Lincoln Land	8.0	6.4	7.2	6.7	6.4	6.9
527	Morton	6.3	7.8	--	7.2	--	6.7
528	McHenry	6.0	6.0	--	6.0	6.2	6.2
529	Illinois Eastern	3.2	3.3	--	--	2.6	2.8
530	Logan	8.5	6.9	--	--	8.7	9.2
531	Shawnee	10.4	14.5	11.2	--	11.2	9.8
532	Lake County	5.9	5.8	--	5.8	5.9	5.9
533	Southeastern	6.7	6.0	5.9	6.0	6.4	6.2
534	Spoon River	3.3	3.5	--	3.4	3.7	2.2
535	Oakton	7.6	8.4	--	8.8	--	7.8
536	Lewis & Clark	8.4	8.6	--	8.4	10.7	9.0
537	Richland	6.9	7.8	--	--	7.5	9.5
539	John Wood	5.6	--	6.0	--	5.1	6.4
601	State Comm. Coll.	5.1	7.5	--	--	4.3	5.3
	AVERAGES	5.9	6.2	5.4	6.2	6.0	6.7

DNA = Data Not Available
-- = Not Applicable

Section XI

FISCAL YEAR 1988 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 compares the contractual base salaries reported for fiscal year 1988 and the average total salaries paid to full-time faculty in fiscal year 1988. The fiscal year 1988 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1987 to June 30, 1988.

The state average total fiscal year salary paid to faculty in fiscal year 1988 for those districts reporting data is $4,675 more than the state average academic year (9 months) contractual salary for full-time teaching faculty in fiscal year 1988. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 25 contains the fiscal year 1988 average total salary actually paid to administrators, other (non-teaching) professionals and classified staff.

Illinois Community College Board

Table 24

A COMPARISON OF FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 1988 AVERAGE TOTAL SALARY ACTUALLY PAID

Dist. No.	District	FY 1988 Full-time Average Faculty Contractual Base Salaries	FY 1988 Full-time Average Faculty Total Salaries	Dollar Difference	Percent Difference
501	Kaskaskia	$27,303	$30,910	$3,607	13.21%
502	DuPage	37,998	47,422	9,424	24.80
503	Black Hawk	29,074	29,468	394	1.36
504	Triton	36,133	45,376	9,243	25.58
505	Parkland	34,874	39,280	4,406	12.63
506	Sauk Valley	29,612	34,137	4,525	15.28
507	Danville	27,007	30,176	3,169	11.73
508	Chicago	38,566	40,592	2,026	5.25
509	Elgin	33,385	41,643	8,258	24.74
510	South Suburban	35,731	DNA	DNA	DNA
511	Rock Valley	32,143	37,325	5,182	16.12
512	Harper	40,314	46,835	6,521	16.18
513	Illinois Valley	30,983	33,835	2,852	9.21
514	Illinois Central	32,435	40,294	7,859	24.23
515	Prairie State	33,701	37,681	3,980	11.81
516	Waubonsee	32,091	35,868	3,777	11.77
517	Lake Land	27,454	32,574	5,120	18.65
518	Carl Sandburg	27,607	31,470	3,863	13.99
519	Highland	29,548	31,993	2,445	8.27
520	Kankakee	27,641	31,376	3,735	13.50
521	Rend Lake	28,129	33,938	5,809	20.65
522	Belleville	34,767	46,694	11,927	34.31
523	Kishwaukee	27,483	31,726	4,243	15.44
524	Moraine Valley	32,378	43,557	11,179	34.53
525	Joliet	36,185	44,397	8,212	22.69
526	Lincoln Land	33,112	36,744	3,632	10.97
527	Morton	35,291	36,353	1,062	3.01
528	McHenry	31,305	35,789	4,484	14.32
529	Illinois Eastern	24,473	31,339	6,866	28.06
530	Logan	30,887	36,714	5,827	18.87
531	Shawnee	24,245	26,047	1,802	7.43
532	Lake County	38,297	38,297	0	0.00
533	Southeastern	29,099	30,185	1,086	3.73
534	Spoon River	27,948	30,841	2,893	10.35
535	Oakton	39,006	44,302	5,296	13.58
536	Lewis & Clark	30,371	33,613	3,242	10.67
537	Richland	28,623	32,492	3,869	13.52
539	John Wood	*	*	*	*
601	State Comm. Coll.	24,136	29,455	5,319	22.04
	AVERAGES	$31,561	$36,236	$4,675	14.81%

*All faculty are on 12-month contracts/40 hours per week.
DNA = Data Not Available

Illinois Community College Board

Table 25

FISCAL YEAR 1988
AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS,
OTHER (NON-TEACHING) PROFESSIONALS, AND CLASSIFIED STAFF

Dist. No.	District	Admin.	Other Professional	Classified
501	Kaskaskia	$33,336	$35,075	$19,819
502	DuPage	58,631	49,984	22,016
503	Black Hawk	41,103	28,254	17,958
504	Triton	46,961	35,195	19,318
505	Parkland	47,250	26,945	18,744
506	Sauk Valley	40,115	29,608	15,749
507	Danville	39,410	20,909	13,746
508	Chicago	39,392	28,645	20,605
509	Elgin	53,552	32,711	19,082
510	South Suburban	DNA	DNA	DNA
511	Rock Valley	42,194	35,984	18,165
512	Harper	53,620	45,221	22,018
513	Illinois Valley	43,366	32,627	16,728
514	Illinois Central	48,578	32,096	20,114
515	Prairie State	41,963	40,688	16,474
516	Waubonsee	46,596	34,578	17,973
517	Lake Land	36,225	23,853	15,093
518	Carl Sandburg	39,803	24,444	16,264
519	Highland	40,932	18,999	14,450
520	Kankakee	38,212	18,097	13,509
521	Rend Lake	38,654	20,834	16,354
522	Belleville	50,650	31,952	16,655
523	Kishwaukee	40,412	25,354	14,000
524	Moraine Valley	44,810	29,498	21,481
525	Joliet	37,428	44,004	DNA
526	Lincoln Land	38,750	39,052	16,501
527	Morton	44,803	41,899	18,075
528	McHenry	36,892	23,932	15,350
529	Illinois Eastern	31,411	24,081	15,441
530	Logan	44,872	34,011	15,779
531	Shawnee	34,275	19,223	12,517
532	Lake County	44,111	38,570	16,642
533	Southeastern	39,344	24,145	13,536
534	Spoon River	34,818	19,526	16,020
535	Oakton	50,049	44,167	22,567
536	Lewis & Clark	35,857	20,461	15,599
537	Richland	41,077	38,741	15,071
539	John Wood	32,611	24,456	16,036
601	State Comm. Coll.	32,521	24,038	16,032
	AVERAGES	$41,700	$30,575	$17,070

DNA = Data Not Available

ERIC Clearinghouse for Junior Colleges FEB 17 1989